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ABSTRACT

The emphasis of this annotated bibliography is the current status of women administrators in higher education. Some material is included on the history of women in academia, future trends affecting equal opportunities for women in the administration of higher education, and on the issue of women and power. The bibliography is arranged by type of material: (1) books, (2) journals, (3) ERIC documents, and (4) dissertations, proceedings, and government documents. (Author/KP)

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# WOMEN ADMINISTRATORS IN HIGHER EDUCATION

## A SELECTED BIBLIOGRAPHY

Compiled by

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## Introduction

This bibliography is the result of a literature search on women in higher education within the context of power. The emphasis of the bibliography is on the current status of women administrators in higher education, but some material is included on the history of women in academe and future trends in effecting equal opportunity for women in the administration of higher education. Literature from related fields has been included on the issue of women and power.

The bibliography is in four parts: Books (pp. 1-6); Journals (pp. 7-15); ERIC Documents (pp. 16-22); and Dissertations/Proceedings/Government Documents (pp. 23-24.)

BOOKS

BASIL, D. C. Women in Management. New York: Dunellen, 1972.

Study does not include women in higher education. There is a worthwhile examination of the apparent prejudices against women in management as well as some suggestions for minimizing or eliminating such prejudices.

BERNARD, Jessie Shirley. Academic Women. Philadelphia, PA: State University Press, 1964.

Examines the contribution of women to the total academic enterprise in the United States from a sociological frame of reference. Relevant chapters: Differences Between Academic Men and Academic Women; "Her Infinite Variety": Some Differences Among Academic Women; Colleagues: Academic Competition; Colleagues: Conflict.

CAPLAW, Theodore. The Academic Market Place. New York: Basic Books, 1958.

Analysis of personnel practices in higher education during the 1950's. The author states: "Women scholars are not taken seriously and cannot look forward to a normal professional career. This bias is part of the much larger pattern which determines the utilization of women in our economy. It is not peculiar to the academic world, but it does blight the prospects of female scholars." p. 191.

Carnegie Commission on Higher Education. Opportunities for Women in Higher Education: Their Current Participation, Prospects for the Future, and Recommendations for Action. New York: McGraw-Hill, 1973.

The report considers the impact of higher education on women as adults and then recommends policy changes at universities and colleges. Appendix includes selected, relevant documents.

EPSTEIN, Cynthia Fuchs. Woman's Place: Options and Limits in Professional Careers. Berkeley: University of California Press, 1970.

Deals with women in a variety of professional careers. A contents listing gives an overview of the topics: 1. Ideals, Images, and Ideology of Women and Women's Roles in American Society; 2. The Socialization Process and Its Consequences: Roads to Careers and Dead Ends; 3. Reconciliation of Women's Roles: Paths and Obstacles; 4. The Structure of Professions: How They Affect Women's Participation; 5. Inside Professional Life: Interaction, Performance, and Impediments; 6. Professions in a Changing World: New Contexts. Includes extensive bibliography.

Federal Regulations and the Employment Practices of Colleges and Universities. Washington, D.C.: National Association of College and University Business Officers, 1974. Revised Series No. 8, May 6, 1977.

Executive Order 11246, as amended, discusses the legal basis for Affirmative Action/HEW Higher Education Guidelines.

FELDMAN, Saul D. Escape from the Doll's House: Women in Graduate and Professional School Education. New York: McGraw-Hill, 1974.

Concludes from a survey of studies that inequality exists between men and women faculty members in duties, salary, and promotion. Relevant chapters: 3. Masculine and Feminine Academic Disciplines: Their Characteristics; 4. The Ascent to the Ivory Tower: Men's and Women's Plans for Academic Careers. Includes extensive bibliography.

FOGARTY, Michael P., Rapoport, Rhona, and Rapoport, Robert N. Sex, Career, and Family. London: Allen & Unwin, Ltd., 1971.

Focuses on women in Great Britain and their role in society. Part 1 deals with promotion of women to administrative positions. Parts 3 and 4 discuss career aspirations of men and women. The author states that women's ambitions tend to be "horizontal rather than vertical."

FURNISS, W. Todd (ed.) Women in Higher Education. Washington, D.C.: American Council on Education, 1974.

Collection of papers presented at the 1972 annual Meeting of the American Council on Education. Articles focus

on the issue of discrimination against women in higher education. Relevant section: Part 3. The Woman Professional in Higher Education (Female Educators: A Noncompeting Group?)

George Washington University. Institute for Educational Leadership. Hierarchy, Power, and Women in Educational Policy Making. Washington, D.C.: The Institute, 1976.

Gives a definition of power and discusses the forms of power relationships as applied to women who are trying to change the current educational system.

George Washington University. Institute for Educational Leadership. Women in Educational Leadership: An Open Letter to the State Legislators. Washington D.C.: The Institute, 1976.

Offers recommendations for change in administrative policy making for increased leadership opportunities for women in public school systems. Applicable to women in higher education. (See also p. 22)

HARMON, Linda A. (comp.) Status of Women in Higher Education 1963-1972: A Selective Bibliography. Iowa: Iowa State University Library, 1972.

Serves as reference for administrators in universities and colleges. Gives access to materials on the current status of women in higher education, past perspectives, and future ramifications.

HENNIG, Margaret, and Jardim, Anne. The Managerial Woman. New York: Anchor Press/Doubleday, 1977.

For those interested in women's participation in academic administration. Covers the current state of affairs in management and how women can enhance their chances for advancement in corporations still largely managed by men.

HOWE, Florence (ed.) Women and the Power to Change. New York: McGraw-Hill, 1975.

"Essays sponsored by the Carnegie Commission on Higher Education."

LORING, Rosalind, and Wells, Theodora. Breakthrough: Women into Management. New York: Van Nostrand Reinhold Company, 1972.

Emphasis is on management, but is useful for university administrators. Examines questions relating to women and their search for equality in careers. Relevant chapters: Chapter 4. deals with the managerial climate and women in management roles. Chapter 5. covers societal expectations of women and men in both their sex roles and work roles. Includes: 1. Sample of "Aggressiveness in Women Opinion Survey"; and 2. "Bibliographies/List of organizations which are viewed as possible sources for management and professional women."

Research Conference in Industrial Relations. Management of Conflict; Implications for Community Relations and for the World of Work. Proceedings of the Fifteenth Annual Research Conference in Industrial Relations, March 12, 1973. Los Angeles: California University, 1973.

Conflict is discussed in relationship to labor-management relations; women and the world of work; and management and the world of work. Emphasis is on accepting the inevitability of conflict as a fact of life. Includes bibliography.

RICHARDSON, Betty. Sexism in Higher Education. New York: Seabury Press, 1974.

Written in a "popular" style, the content deals with women faculty members and the sex discrimination they face in getting a job and advancing in position.

ROE, Anne. The Psychology of Occupations. New York: Wiley, 1956.

Provides an historical (1940-1953) perspective on the personality of teachers. Chapter 19 deals with "general culture" occupations, including educational administrators and university and college faculties. "As a whole, this group shows some dominance of verbal over non-verbal abilities, a generally more feminine attitude, and some tendencies toward low dominance. In general, the more successful among teachers appear to be the more mature, those who are best adjusted to the prevailing cultural standards." ( The Author )

ROSSI, Alice S., and Calderwood, Ann (eds.). Academic Women on the Move. New York: Russell Sage Foundation, 1973.

The editors have compiled a number of studies pertaining to the status of women in academe. Throughout the collection of essays there is an underlying theme of political commitment to social change in higher education.

THEODORE, Athena. The Professional Woman. Cambridge, MA: Schenkman Publishing Company, 1971.

Essays on the role of professional women within a sociological framework. Brings together some of the current research related to this topic. Relevant essays: Academic Women; Factors Associated With the Participation of Women Doctorates in the Labor Force; Women as a Minority Group in Higher Academics; and Women in Academe.

United States Congress. House Committee on Education and Labor. Special Subcommittee on Education. Discrimination Against Women: Congressional Hearings on Equal Rights in Education and Employment. New York: Bowker, 1973.

Relevant chapters: Universities and Colleges Charged with Sex Discrimination; WEAL Fact Sheet on Sex Discrimination in Universities and Colleges; and Discrimination and Demography Restrict Opportunities for Academic Women.

VAN ALSTYNE, Carol. Women and Minorities in Administration of Higher Education Institutions: Employment Patterns and Salary Comparisons: A Special Study Supported by the Ford Foundation. Washington, D.C.: College and University Personnel Association, 1977.

Report shows discrimination on the basis of race and/or sex in academe. Documented.

VAN DEN BERGHE, Pierre L. Academic Gamesmanship. New York: Abelard-Schuman, 1970.

The concept of "Power" in a chapter entitled "The Academic Pecking Order" directed at students "who will have to decide whether to play the game for what it is worth or to use their creativity to change the rules." No mention of women.

WASSERMAN, Elga (ed.) Women in Academia: Evolving Policies Toward Equal Opportunities. New York: Praeger, 1975.

Explores ways and means to achieve equal opportunities for women in universities. Relevant topics: Present status of women in academia; Sex discrimination, educational institutions, and the law; Race, sex, jobs: The drive toward equality; Action strategies for academic women; Developing criteria and measures of equal opportunities for women. Includes bibliography.

Women in Higher Education: A Collection of Conference Papers. By the Staff Development in Universities Programme. London: Institute of Education, 1973.

Three of the six papers presented concern women in academics. The papers provide detailed statistical analysis.

JOURNALS

American Behavioral Scientist; v. 15 (November/December 1971)

Entire issue devoted to : Women in the Professions: What's All the Fuss About?

Relevant articles: "Why can't women be more like men?" describes sociopsychological factors hindering women's advancement in the professions. Interesting discussion of career and sex role conceptions of women. "Women in the professional caucuses." The growth of women's caucuses and committees among professional groups has been phenomenal, and advancements are being made in dispelling myths about women in higher education and in recruitment and encouragement of women in the various fields.

ASTIN, Alexander W. "Academic administration: the hard core of sexism in academe." UCLA Educator; v. 19 (Spring 1977), pp.60-66.

Findings show that the majority of women who are college presidents were either heads of Roman Catholic or women's colleges.

BACH, Louise. "Of women, school administration, and discipline." Phi Delta Kappan; v. 57, no. 7, (March 1976), pp. 463-66. CIJE/ACCESSION NO: EJ 132 531

"If the educational leader is a woman who has overcome her usual acculturation, yet preserved her ancient heritage of empathy and nurturance, she would be an educator in the finest sense of that term: disciplined yet creative, logical yet empathetic, directive yet supportive." (The Author)

BERRY, Margaret C., and Fitzgerald, Laurine E. "The profile and status of NAWDAC members." Journal of the National Association of Women Deans and Counselors; v. 34, no. 2, (Winter 1971), pp. 50-59. CIJE/ACCESSION NO: EJ 033 937

Gives a profile of the current membership of the National Association of Women Deans and Counselors and ascertains opinions of the members about present status and future directions of the organization. The typical member feels very free to express opinions but less free to initiate action; as a woman, she perceives discrimination against her professionally. (Condensed from author's abstract)

BRUKER, Robert, and others. "The role of women in management in our profession -- three points of view." Journal of the American Association of Collegiate Registrars and Admissions Officers; v. 50, no. 1, (February 1974), pp. 46-59. CIJE/ACCESSION NO: EJ 106 055

Three authors discuss the current and future role of women in management in higher education.

CLARK, L. "Fact and fantasy: a recent profile of women in academia." Peabody Journal of Education; v. 54, (January 1977), pp. 103-09.

Deals with social discrimination against women faculty and students. No new issues or approaches to the subject. Included here because of currency.

CRONIN, Joseph M. "Educating the majority: a womanpower policy for the 1970's." Phi Delta Kappan; v. 55, no. 2, (October 1973), pp. 138-39. CIJE/ACCESSION NO: EJ 085 967

"Documents four kinds of discrimination against women in education, examines the evidence pointing up the discrimination, and offers a program for women in education to correct discriminatory practices." (Author's abstract)

DE JOIE, C. M. "Black woman in alienation in white academia." Negro Educational Review; v. 28, (January 1977), pp. 4-12.

States that Black women will not have further career opportunity as women until there is first further opportunity for Blacks. Little discussion on women in administration.

Edcentric; v. 3, (December 1971). Special issue: "Women in Education."

Relevant article: "The second sex in academe" by Ann Sutherland Harris discusses attitudes of both men and women on women as scholars. One section deals specifically with women in the administration of colleges and universities. Documentation is sketchy here, but the author freely voices her suspicions. Women are financially exploited, and their potential is often ignored by their male employers. Includes bibliographies.

GARLAND, Howard, and Price, Kenneth H. "Attitudes toward women in management and attributions for their success and failure in managerial positions." Journal of Applied Psychology; v. 62, (February 1977), pp. 29-33.

Discusses research instrument (WAMS: Women As Manager Scale) which measures the bias against women in management.

GILLIES, Jean. "In defense of the Dean of Women: a new role for a new world." Journal of the National Association of Women Deans and Counselors; v. 38, (Summer 1975), pp. 156-61. CIJE/ACCESSION NO: EJ 122 199

"Explains and defends the position of Dean of Women as necessary to support non-traditional and new academic programs, and also to provide expanded services for women returning for schooling and for those of traditional college age." (CIJE abstract)

GORDON, R. Susan, and Ball, Patricia G. "Survival dynamics for women in educational administration." Journal of the National Association of Women Deans and Counselors; v. 40, (Winter 1977), pp. 46-8.

Suggests that women administrators must provide opportunities for other women, in order to equip them with the necessary skills for moving into the administrative mainstream.

Graduate Comment; v. 12, (January 1969).

Entire issue on women.

GRAHAM, Patricia Albjerg. "Women in academe." Science; v. 169, no. 3952, (1970), pp. 1284-90.

Discusses reasons for poor representation of women in the higher echelons of the professional world. Examines the "motive to avoid success," aspirations and expectations, and publication problems.

HEATH, Kathryn G. "Our heritage speaks." Journal of the National Association of Women Deans and Counselors; v. 38, (Winter 1976), pp 90-97. CIJE/ACCESSION NO: EJ 134 206

Traces the history of women deans, the national conferences they held, the major issues they struggled for and the major problems they face at present. (Condensed from CIJE abstract)

HILL, Phyllis J. "A case study for executive leadership." Journal of the College and University Personnel Association; v. 26, (April/May 1975), pp. 38-40.
CIJE/ACCESSION NO: EJ 134 720

Discusses the value of a management development program involving a process of self-analysis and self-determination of leadership style and effectiveness. (Condensed from CIJE abstract)

HOLLON, Charles J., and Gemmill, Gary R. "A comparison of female and male professors on participation in decision making, job related tension, job involvement, and job satisfaction." Educational Administration Quarterly; v. 12, (Winter 1976), pp. 80-93.
CIJE/ACCESSION NO: EJ 132 478

"Female teaching professionals report experiencing less perceived participation in decision-making, less job involvement, less overall job satisfaction, and more job-related tension than do their male counterparts." (Author's abstract)

JOHNSON, Paula. "Women and power: toward a theory of effectiveness." Journal of Social Issues; v. 32, (Summer 1976), pp. 99-110. CIJE/ACCESSION NO: EJ 145 720

States women have less access to power than men in reality and expectations, which leaves them with "indirect, personal, and helpless modes of influence." (The Author)

KATZ, D. A. "Faculty salaries, promotions, and productivity at a large university." American Economic Review; v. 63, (June 1973), pp. 469-77.

Briefly mentions women: "Another major area of concern is the salary and rank differential of women versus men. Probably the most important factor accounting for this is the policy of hiring a professor's wife to convince him to accept a job at the university." (The Author)

KROHN, Barbara. "The puzzling case of the missing Ms." Nation's Schools and Colleges; v. 1, (November 1974), pp. 32-38. CIJE/ACCESSION NO: EJ 105 905

"Women are scarce and getting scarcer in educational administration, but affirmative action and women's groups could eventually change that. Describes why there are so few women in educational administration, what is being done about the situation, and how to hire women administrators." (Author's abstract)

MCCLURE, Gail T., and McClure, John W. "Women and educational administration." Humanist Educator; v. 14, no. 4, (June 1976), pp. 188-93. CIJE/ACCESSION NO: EJ 142 614

Presents reasons for the decline in the number of women administrators and summarizes strategies to improve career opportunities for women in this field.

MATTES, Linda, and Watkins, J. Foster. "Women in administration in schools of education." Intellect; v. 102, no. 2352, (November 1973), pp. 132-33. CIJE/ACCESSION NO: EJ 087 229

"The present study compared the participation of men and women in the administration of schools of education, with reference to proportion, professional preparation, background experiences, current responsibilities, and orientation toward social interaction." (Author's abstract)

MEHRUBIAN, Albert. "Male and female scales of the tendency to achieve." Educational and Psychological Measurement; v. 28, (1968), pp. 493-510.

Discusses the construction of separate male/female scales of achievement.

NEWELL, Barbara W. "Social pressures on management -- equal opportunity for employment." Journal of the College and University Personnel Association; v. 24, (December 1972), pp. 87-91. CIJE/ACCESSION NO: EJ 068 185

Focuses on how those in management are being pressured to change their employment practices.

NIEBOER, Nancy A. "There is a Certain Kind of Woman..." Journal of the National Association of Women Deans and Counselors; v. 38, (Spring 1975), pp. 99-103.

Suggests that in the absence of role models, personality profiles of women administrators in higher education would be useful in attracting more women to top-level administrative positions.

NORMAN, Blanche. "A study of women in leadership positions in North Carolina." The Delta Kappa Gamma Bulletin; v. 36, (1970), pp. 10-14.

Reports the results of research on women in leadership and discusses the characteristics of women in leadership positions.

OSTER, Rose-Marie G. "The Claremont women administrators program; the grooming of an administratrix." Bulletin of the Association of Departments of Foreign Languages; v. 7, (September 1975), pp 39-42.
CIJE/ACCESSION NO: EJ 124 307

"While underlining the need for more women in administrative positions in higher education, the paper describes the Claremont women administrators program, a three-year pilot program offering practical experience in academic administration to women qualified for administrative careers, one internship is described in detail and the program is evaluated." (CIJE abstract)

PFIFFNER, V. T. "Composite profile of a top-level California community college woman administrator." Journal of the National Association of Women Deans and Counselors; v. 40, (Fall 1976), pp. 16-17.

Summarizes personal interviews to present a profile of a top-level woman administrator.

REEVES, Mary Elizabeth. "An analysis of job satisfaction of women administrators in higher education." Journal of the National Association of Women Deans and Counselors; v. 38, (Spring 1975), pp. 132-35.

Assessment of job satisfaction among women in administrative positions shows that the working climate for most women has not appreciably changed when compared with earlier studies.

SCHEIN, Virginia Ellen. "The relationship between sex role stereotypes and requisite management characteristics." Journal of Applied Psychology; v. 57, (1973), pp. 95-100.

Reveals that certain managerial personality characteristics are not synonymous with the masculine sex role stereotypes and that there may be areas in which women are more readily acceptable in and accepting of managerial positions.

SCHETLIN, Eleanor M. "Wonderland and looking-glass: women in administration." Journal of the National Association of Women Deans and Counselors; v. 38, (Spring 1975), pp. 104-109.

Discusses the need for equity in hiring practices to insure that both competent men and women become administrators.

School Review; v. 80, (February 1972).

Issue deals mostly with sex-role stereotypes and sex-role development in school. One article (Husbands, Sandra Acker, p. 265) discusses women's aspirations in higher education, but does not go into any depth concerning management or administrative goals.

SIMON, R. J., Clark, S. M., and Galway, K. "The woman Ph.D.: a recent profile." Social Problems; v. 15, no. 2, (Fall 1967), p. 231.

Assesses the professional characteristics and contributions of the woman Ph.D. Traces differences in income and sex, productivity, and marital status, but not much discussion of psychological factors.

STEWART, Abigail J., and Winter, David G. "Arousal of the power motive in women." Journal of Consulting and Clinical Psychology; v. 44, no. 3, (June 1976), pp. 495-96.

Reports findings of one study where procedures for arousing "n Power" in men produced the same motive arousal in women subjects.

STRINGER, Patricia. "Grooming women for leadership." Change; v. 9, no. 2, (February 1977), pp. 21-26.

Provides background information and reviews the success of the Administrative Intern Program for Women in Higher Education.

TAYLOR, S. S. "Educational leadership: a male domain?" Phi Delta Kappan; v. 55, (1973), pp. 124-28.

Cites research that shows women do make good administrators and explores the role of educational institutions in maintaining the sexist status quo.

THRASH, Patricia A. "The state of the association." Journal of the National Association of Women Deans and Counselors; v. 37, no. 1, (February 1973), pp. 43-48.
CIJE/ACCESSION NO: EJ 090 875

Discusses achievement of the goals that had been set for NAWDAC. Concludes by describing developments leading to the proposed change in name of the organization to the National Association for Women Deans, Administrators, and Counselors. (Condensed from CIJE abstract)

TRUEX, Dorothy. "Education of women, the student personnel profession and the new feminism." Journal of the National Association of Women Deans and Counselors; v. 35, no. 1, (Winter 1971), pp. 13-21.

"The parallel between the rise and fall of feminism is seen to have some relation to the development of NAWDAC and to its position on the student personnel continuum. The author concludes that deans need to redefine their roles to working with women in all areas and supporting their efforts." (Author's abstract)

VAN MEIR, Edward J. "Sexual discrimination in school administration opportunities." Journal of the National Association of Women Deans and Counselors; v. 38, no. 2, (Summer 1975), pp. 163-67.

Analyzes the decline of women in top-level administrative positions in education over the past four decades.

WINKLER, K. J. "Women administrators seek way out of isolation." The Chronicle of Higher Education; v. 7, (November 5, 1973), p. 5.

Reports on meeting of the concerns of women in New England colleges and universities at Wellesley College and discusses the need for role models and more mutual support.

Woman Power: A Monthly Report on Fair Employment Practices for Women. Brookline, Massachusetts: Betsy Hogan Associates. v. 1, no. 1, October 1971-- .

Periodical on women's issues.

ERIC DOCUMENTS

AAUP Committee on Women Faculty. Study of the Status of Women Faculty at Indiana University, Bloomington Campus. Bethesda, MD: ERIC Document Reproduction Service, ED 056 632, 1971.

A survey of power positions indicates women are less likely than men to have major administrative responsibility and that they are underrepresented on some promotion and tenure committees, despite their willingness to assume tasks.

ALFRED, Richard L., and Good, Mary F. The Status of Women in Higher Education and the Professions: Metropolitan Junior College District, 1971-1972. Bethesda, MD: ERIC Document Reproduction Service, ED 070 436, 1972.

Study shows that the status of women in higher education and the professions is predetermined as a function of early childhood socialization. The findings relevant to the status of women in the Metropolitan Junior College District provide documentary evidence of imbalanced sex distribution in higher education. (Condensed from CIJE abstract)

ARTER, Margaret H. The Role of Women in Administration in State Universities and Land-Grant Colleges. Bethesda, MD: ERIC Document Reproduction Service, ED 086 085, 1972.

Investigates the role of women in the administration of state universities and land-grant colleges. (Condensed from author's abstract)

DEARING, Bruce. [Opening Address at the Conference on Women and the Management of Postsecondary Institutions] Bethesda, MD: ERIC Document Reproduction Service, ED 086 062, 1973.

Cites two main categories of discrimination: The attitudes that have become ingrained in our culture, and the commitment to amateurism in the selection and recruitment process for administrative positions. Recommends programs to prepare people for academic leadership positions and that large universities internalize administrative training programs and recruit more women for internships. (Condensed from author's abstract)

DIAS, Sally L. The Aspiration Levels of Women for Administrative Careers in Education: Predictive Factors and Implications for Effecting Change. Bethesda, MD: ERIC Document Reproduction Service, ED 119 376, 1976.

Findings indicate that although the percentage of female teachers with administrative aspirations is much lower than for male teachers, a much greater percentage of women aspire to those roles than is indicated by their representation in the profession. (Condensed from author's abstract)

FALK, William W., and Sonenfeld, Carol. Self Theory and the Twenty Statements Test: Some Thoughts on its Application to Women. Bethesda, MD: ERIC Document Reproduction Service, ED 110 397, 1974.

Addresses some considerations about self theory and the Twenty Statements Test (TST) as they might be used to study women. (Condensed from author's abstract)

Hierarchy, Power, and Women in Educational Policy Making. A Position Paper Prepared by the National Conference on Women in Educational Policy Making. Bethesda, MD: ERIC Document Reproduction Service, ED 117 841, 1975.

Women unhappy about the status quo must learn about power, both theoretically and practically, in order to change their position in the world of education and find the tools for institutional change within the schools. (Condensed from author's abstract)

KAYE, Bernard W. Moving Women into Educational Administration. Bethesda, MD: ERIC Document Reproduction Service, ED 105 549, 1975.

Minnesota and national employment statistics show that there is a significant imbalance between men and women in administrative positions. Suggestions to help move women into educational administration are presented and some highlights of women attaining entrance into traditionally male-dominated fields are excerpted from the media. (Condensed from author's abstract)

KRENKEL, Noel, and others. AERA Final Report and Recommendations [of the] Ad Hoc Committee on the Role and Status of Women. Bethesda, MD: ERIC Document Reproduction Service, ED 109 126, 1975.

Recommends resolutions for adoption by AERA and discusses current policies regarding the role and status of women. (Condensed from author's abstract)

LONG, Thomas E., and others. "Role perceptions of female faculty and their administrators in post-secondary proprietary schools." Vocational-Technical Education Research Report; v. 13, no. 4. Bethesda, MD: ERIC Document Reproduction Service, ED 111 966, 1975.

Findings suggest that neither administrators nor female faculty view female faculty as being equal to male faculty. Over half the administrators and just under half of the female faculty surveyed agreed that, in their institutions, women are not as likely to achieve positions of leadership as are men. More than half the administrators feel, however, that women successfully compete with men at their institutions, while more than half the female faculty disagreed. (Condensed from author's abstract)

LUNNEBORG, Patricia W. Trying to Take Sex Role Out of Self-Concept. Bethesda, MD: ERIC Document Reproduction Service, ED 119 581, 1975.

A study of students' attitudes after taking a course on sex-role stereotypes showed that male competency items were far more valued by both sexes. Concludes the ideal adult of tomorrow, sex unspecified, will be more "masculine" in many ways than the college men of today. (Condensed from author's abstract)

LYNCH, Edith M. Executive Suite: Feminine Style. Bethesda, MD: ERIC Document Reproduction Service, ED 092 809, 1973.

Management characteristics of successful women do not appear to be much different from those of men. The most evident feature of women included in the study is that perseverence is necessary, and that fitting talents to management jobs comes far faster to younger women than to their older colleagues. (Condensed from CIJE abstract)

MCCANNON, J. Barry. Tooling Up in the Talent Pool: A Proposal for Regional Administrative Internship Programs for Women. Bethesda, MD: ERIC Document Reproduction Service, ED 071 188, 1972.

Proposes a 5-point program designed to increase the number of women in administration.

Michigan State University. Office of Institutional Research. A Compilation of Data on Faculty Women and Women Enrolled at Michigan State University. Bethesda, MD: ERIC Document Reproduction Service, ED 056 630, 1970.

Statistics include rate of promotion and women in administrative positions.

MICKISH, Ginny. "Can women function as successfully as men in the role of elementary principal?" Research Reports in Educational Administration; v. 2, no. 4. Bethesda, MD: ERIC Document Reproduction Service, ED 062 679, 1971.

Reviews the literature on male-female differences in the leadership and management roles of the elementary principalship. (Condensed from author's abstract)

MUHICH, Dolores. Discrimination Against Women in Educational Administration. Bethesda, MD: ERIC Document Reproduction Service, ED 114 937, 1973.

Focuses on women in educational administration as compared with men in the same field. (Condensed from author's abstract)

NICHOLS, Irene A., and Shauffer, Carole B. Self Concept as a Predictor of Performance in College Women. Bethesda, MD: ERIC Document Reproduction Service, ED 124 865, 1975.

Examines relationship between self-concept and two measures of academic performance, achievement and attrition. (Condensed from author's abstract)

NIEDERMAYER, Gretchen, and Kramer, Vicki W. Women in Administrative Positions in Public Education. A Position Paper. Bethesda, MD: ERIC Document Reproduction Service, ED 096 742, 1974.

States that women can and should be represented as administrators in greater proportion to their numbers in public education, and that concrete steps must be taken to remedy the present imbalance. (Condensed from author's abstract)

A Report to the President from the Committee on the Status of Professional Women at Yale. Bethesda, MD: ERIC Document Reproduction Service, ED 052 701, 1971.

Reviews the present participation of women in teaching and administration at Yale, explores ways of increasing the participation of women under existing policies, and suggests revisions in existing policies and procedures in order to increase such participation. (Condensed from CIJE abstract)

ROBINSON, D. H. The Status of Academic Women. ERIC Clearinghouse on Higher Education. Bethesda, MD: ERIC Document Reproduction Service, ED 048 523, 1971.

Gives comprehensive description of academic women on the basis of 4 major research studies.

ROGERS, Janet C. Role Conflicts of College Women. Bethesda, MD: ERIC Document Reproduction Service, ED 126 823, 1976.

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SCHMUCK, Patricia Ann. Sex Differentiation in Public School Administration. Wanted: More Women Series. Bethesda, MD: ERIC Document Reproduction Service, ED 126 593, 1975.

Examines factors to determine why women have always been underrepresented in educational administration and why their numbers in administrative roles have declined in recent years. (Condensed from author's abstract)

SCOTT, Ann. "The half-eaten apple: a look at sex discrimination in the university." Reporter; (May 14, 1970), pp. 3-10. Bethesda, MD: ERIC Document Reproduction Service, ED 041 566, 1970.

Examines sex discrimination as it exists at the State University of New York at Buffalo. (Condensed from CIJE abstract)

SIZEMORE, Barbara A. Will the Woman Administrator Make a Difference? Bethesda, MD: ERIC Document Reproduction Service, ED 078 497, 1973.

Although many studies have shown women administrators to be as able in positions of leadership, women are found less and less in public school administration. Reasons are given to account for this situation. (Condensed from author's abstract)

STEAD, Bette Ann. Women Management Faculty: An Empirical Look at Their Status. Bethesda, MD: ERIC Document Reproduction Service, ED 122 693, 1975.

Conclusions of study coupled with lack of free-and-open communication by administrators and perceived attitudes toward women by both chairmen and deans seem to indicate a lack of affirmative action. (Condensed from author's abstract)

TUCKMAN, Howard P., and others. Faculty Skills and the Reward Structure in Academe. Bethesda, MD: ERIC Document Reproduction Service, ED 125 450, 1976.

Findings indicate: (1) faculty salaries do differ by discipline and sex; (2) women earn less than men with like characteristics; (3) teaching and public service yield low compensation; (4) publishing and administration carry much larger returns. (Condensed from author's abstract)

UEHLING, Barbara S. Women and the Psychology of Management. Bethesda, MD: ERIC Document Reproduction Service, ED 089 562, 1973.

Attitudes of others toward women in management and the attitudes of women managers themselves are discussed. (Condensed from CIJE abstract)

Women Executives: A Selected Annotated Bibliography. Business and Professional Women's Foundation. Bethesda, MD: ERIC Document Reproduction Service, ED 057 286, 1970.

This annotated bibliography is a revised, updated version of one which was published in 1966. Books, pamphlets, reports, theses, articles, and microfilm, all of which are in the reference collection of the Foundation library, are included. A total of 94 items are included in the bibliography. (Condensed from CIJE abstract)

Women in Educational Leadership: An Open Letter to State Legislators. A Position Paper Prepared by the National Conference on Women in Educational Policy Making. Institute for Educational Leadership Report 4. Bethesda, MD: ERIC Document Reproduction Service, ED 117 843, 1975.

Suggests significant changes in the educational structure that state legislators can effect so that women will not be excluded from decision-making posts. (Condensed from author's abstract) (See also p. 3)

DISSERTATIONS/PROCEEDINGS/GOVERNMENT DOCUMENTS

Affirmative Action in Employment in Higher Education: A Consultation. Washington, D.C.: United States Commission on Civil Rights, 1975.

Scholars and other educational authorities involved in affirmative action in employment in higher education participated in this consultation.

HENSCHEL, Beverly Jean Smith. "A Comparison of Personality Variables of Women Administrators and Women Teachers in Education." Ph.D. Dissertation, University of Utah, 1964. (Order No. 64-[illegible], 534)

The Edwards Personal Preference Schedule was used, and women in the educator groups revealed a decided tendency to reverse the response pattern typical of their sex in Edward's general normative sample. The variables most noticable were those indicative of strong leadership. Results showed repeatedly traits such as being unsympathetic, impatient with timidity and feeling of inferiority and being unconcerned with neatness and orderly planning. (From Dissertation Abstracts)

KAUFMAN, Helen. "The Status of Women in Administration in Selected Institutions of Higher Education in the United States." Ph.D. Dissertation, New York University, 1961. (Order No. 62-1443)

This study was based on the hypothesis that all other merit and qualifications being equal, gender is often a decisive factor in the appointment of administrative positions in higher education. Findings were that there are discrepancies between theory and practice regarding sex factor in making appointments. (From Dissertation Abstracts)

KILBERG, Barbara G. "Women in Higher Education and Administration." In United States. Department of Labor. Women's Bureau, Employment Standards Administration. Nontraditional Occupations for Women of the Hemisphere: The U.S. Experience. Washington, D.C.: U.S. Department of Labor, 1974.

Comments on the high proportion of women in administrative positions in small women's colleges as compared to a nationwide review of universities and colleges.

Mary Donlon Alger Conference for Trustees and Administrators, Cornell University. Gateways and Barriers for Women in the University Community: Proceedings. Washington, D.C.: Association of Governing Boards, 1976?

Reviews the status of women in higher education. Includes an annotated bibliography.

Women: Their Future in the University and the Community, Saratoga Springs, New York, 1974. Women: Their Future in the University and the Community: Conference Proceedings. Edited by Harriet E. Hollander, Sherry Penney, John R. Haines. s.l.: s.n., 1974? Available from Regents Research Fund, Higher Education Management Services, State Education Department, 99 Washington Avenue, Room 1922, Albany, NY 12230.

Papers and speeches on topics such as women in the university, women and the law, and women and their life phases.